TUSHAR RAVINDRAN

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PROFESSIONAL SUMMARY

Product-focused Full Stack Engineer with **3+ years of experience** building and scaling production-grade web platforms, primarily in **Ruby on Rails and React**. Strong expertise in **ATS systems, third-party integrations, background job workflows, Elasticsearch-based search**, **secure, reliable backend design** and **optimal Frontend Design**. Proven ability to own features end-to-end—from design and APIs to rollout and analytics - while collaborating closely with product, frontend, and external vendors.

CORE SKILLS

Backend & Systems
Ruby on Rails, REST APIs, Background Jobs, Webhooks, Elasticsearch, PostgreSQL, MySQL

Frontend
React.js, Vue.js, Next.js, Angular, React Native, Tailwind CSS

Integrations & Platforms
DocuSign, Adobe Sign, PandaDoc, Hireflix, HackerRank, HackerEarth, Certn, Zinc

Testing & Reliability
RSpec, Jest, Idempotent APIs, Retry & Failure Handling

DevOps & Tooling
Docker, GitHub, CI/CD, Unix Scripting, Datadog

Security
Secure Coding, Webhook Signature Verification, Vulnerability Analysis

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PROFESSIONAL EXPERIENCE

Sedin Technologies — Software Engineer

Jan 2023 – Present

PROJECTS

Kula — Enterprise ATS Platform (HR Tech)

Mar 2025 – Present

- Built and scaled backend APIs for a **multi-tenant enterprise ATS**, supporting high-volume hiring workflows across multiple customers.
- Designed and implemented **end-to-end third-party integrations** (DocuSign, Adobe Sign, PandaDoc, Hireflix, HackerRank, HackerEarth), reducing manual recruiter operations by **~60–70%**.
- Implemented **background verification integrations** (Certn, Zinc), handling resume parsing, transactional API flows, retries, and normalized status mapping.
- Built **secure webhook pipelines** with signature verification, idempotency, structured logging, and failure recovery to ensure reliability in external callbacks.
- Identified and fixed a **critical analytics gap** by redesigning offer lifecycle state transitions, restoring accuracy of declined-offer metrics used by product and leadership teams.
- Developed **Elasticsearch-based search, filtering, and aggregation layers**, enabling sub-second queries across large candidate and referral datasets.
- Wrote **extensive RSpec coverage** for controllers, workers, and integrations, including edge cases around calendars, time zones, retries, and external failures.
- Contributed to **real-time in-app notifications** using Go (Golang) for latency-sensitive events.
- Actively involved in **staging sanity checks, production deployments, DB migrations**, and coordinated rollouts with product and QA teams.

Delhivery — Marketing Website Revamp

Dec 2024 – Feb 2025

- Revamped the frontend using **Vue.js and Next.js**, improving maintainability and performance.
- Led **technical SEO and performance optimization**, improving page speed, navigation flow, and search visibility.
- Translated Figma designs into production-ready components while acting as a bridge between marketing, design, and engineering teams.

ConcreteSales — Mobile & Web Application

Nov 2024 – Dec 2024

- Delivered production-ready features for a **React Native mobile application**, ensuring consistent UX across Android and iOS.
- Built and extended **Rails-backed APIs** for admin workflows, role-based access control, and operational dashboards.
- Improved UI responsiveness and error handling, resulting in a smoother end-user experience.

Sedin Corporate Website

Jul 2024 – Nov 2024

- Built a high-performance, SEO-optimized marketing site using **Astro and React** in a team of five.
- Integrated **Strapi CMS** for dynamic content management by non-technical stakeholders.
- Applied static rendering, lazy loading, and asset optimization to significantly reduce load times.

Railsfactory Website

Apr 2024 – Jun 2024

- Rebuilt the website using **Gatsby, React, and Strapi APIs**, focusing on SEO and lead conversion.
- Implemented **server-side reCAPTCHA**, reducing spam submissions and improving form security.

Sunbird Portal — Open Source (EkStep)

Aug 2023 – Mar 2024

- Contributed to a large-scale **open-source Angular platform**, collaborating with a distributed engineering team.
- Developed Angular features, fixed UI/functional issues, and improved reliability through **Jest-based unit tests**.
- Built API mock servers to decouple frontend development from backend dependencies, increasing development velocity.

Safer Brakes — Gilauto Platform

May 2023 – Nov 2023

- Developed and maintained UI components using **HAML and Kendo.js** for an automobile service and employee management platform.
- Fixed security vulnerabilities and improved legacy code quality without production regressions.

Sedin Dashboard

Jun 2023 – Aug 2023

- Designed and built a **data analytics dashboard** using React and Ruby on Rails.
- Modeled database schemas, built REST APIs, and integrated **Power BI** for reporting.

CERTIFICATIONS

- CNSS — Certified Network Security Specialist
- Offensive Security BBv1 & BBv2
- Foundation of Cybersecurity

EDUCATION

B.Tech in Information Technology
Sri Eshwar College of Engineering, Anna University
CGPA: 8.9 | Graduation: May 2023

ADDITIONAL INFORMATION

- Strong experience working with **product, design, SEO, and marketing** teams.
- Comfortable owning features from **design to production rollout**.
- High emphasis on **code quality, security, and real-world business impact**.